

This is the message that prefaces the online learning that all staff are required to take related to the department's disparity policy:

Important message from the DOC Leadership on the importance of addressing and eliminating racial disparity in the corrections system.

As you know the mission of our department is: "*Creating Opportunities for Safer Communities*".

Disproportionality and racial disparity in Iowa is not conducive to accomplishing the department's mission. Iowa has a higher rate of over representation of African Americans in our correctional system, yet under representation of resources, making it clear, a culture change is needed.

Our goal is to address racial disparities via a policy which supports the message there is no tolerance in our system for inequality based on **explicit or implicit racial bias**.

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Our goal is to respond to and mitigate racial disparities, to practice fair and equitable distribution of benefits in supervision and programming for all IDOC/DCS Incarcerated individuals/clients.

In order to hold ourselves accountable on all levels where disparity prevails, we wish to ensure respect and fair treatment in our overall correctional practices and procedures through adopting the Racial Disparity policy and to provide training for all staff.

The hope is that as a team, our IDOC/DCS employees, volunteers, and contractors will be relentless in eliminating any barriers to fulfilling our mission and for preparing each Individual for a successful reentry.